

2022-2023

UPPER MIDWEST
SALARY PLANNING SURVEY

CARLSON
DETTMANN
CONSULTING

A Cottingham & Butler Company

Table of Contents

About Carlson Dettmann Consulting and Cottingham & Butler	2
Overview	3
Participation Profile	5
Top Total Rewards Issues	7
Workplace Flexibility Response	8
Mental Health Support Response	9
Off-Cycle Salary Adjustments Response	10

Summary Reports

Public Sector: Structure and Budget Increases	13
Private Sector: Structure and Budget Increases	14
Public Sector: Structure and Budget Increases (Zero Responses Omitted)	15
Private Sector: Structure and Budget Increases (Zero Responses Omitted)	16
Industry: Structural Increases	17
Industry: Payroll Budget Increases	18

State Summary Reports

Wisconsin Regional Participation	20
Wisconsin Summary: Public Sector	21
Wisconsin Summary: Private Sector	22
Wisconsin Regions: Public Sector	23
Wisconsin Regions: Private Sector	25
Minnesota Regional Participation	26
Minnesota Summary: Public Sector	27
Minnesota Summary: Private Sector	27
Minnesota Regions: Public Sector	28
Minnesota Regions: Private Sector	28
Iowa Regional Participation	29
Iowa Summary: Public Sector	30
Iowa Summary: Private Sector	31
Iowa Regions: Public Sector	32
Iowa Regions: Private Sector	33
Illinois Regional Participation	34
Illinois Summary: Public Sector	35
Illinois Summary: Private Sector	36
Illinois Regions: Overall	37

About Carlson Dettmann Consulting

Carlson Dettmann Consulting, a division of Cottingham & Butler, specializes in compensation strategies, employee engagement, and related human resource management services. With extensive experience in serving the needs of public, private, for-profit, and not-for-profit organizations, our team develops and measures programs that support the continuous improvement of employee performance at all levels of an organization.

About Cottingham & Butler

Cottingham & Butler is a privately-held insurance broker that specializes in providing innovative property and casualty and employee benefit insurance solutions. The firm is the 29th largest insurance broker in the United States.

Headquartered in Dubuque, Iowa, the firm has more than 1,000 employees and 16 additional office locations across the U.S, with products and services offered through our major business divisions of employee benefit consulting, health and wellness services, transportation risk solutions, risk management consulting, claims administration, loss control, human resources and compliance consulting, and personal insurance.

Our drive to be Better Every Day has made Cottingham & Butler one of the largest and most well-respected insurance brokers in the nation. Our mission is to PARTNER with our clients to PROTECT their most valuable assets, and our core values include understanding and serving our clients' long-term interests as if they were our own. With these priorities in mind, our service philosophy is built on delivering personalized solutions and services to meet each client's specific needs.

Contact Us

For questions related to this salary planning survey or our services, please contact:

Private Sector/Not-for-Profit:	Public Sector/Utilities:
Matt Shefchik	Patrick Glynn
608.345.9886	920.629.4743
matt.shefchik@carlsondettmann.com	patrick.glynn@carlsondettmann.com

Web: <http://www.carlsondettmann.com>

LinkedIn: <https://www.linkedin.com/company/carlson-dettmann-consulting>

Survey Overview

Carlson Dettmann Consulting, a division of Cottingham & Butler, is pleased to release the results of our 2022/2023 Upper Midwest Salary Planning Survey. The survey was open for participation from July 7 - August 26, 2022, and we received 405 valid responses. Email invitations and social media channels were the primary means of soliciting participation.

Labor force demand and supply, along with reorientation of the work environment, has caused wage structures and budgets to continue to move forward. Among all participants, the average **2022 wage structure increase was 2.95%** and the **average projected 2023 wage structure increase is 2.99%**. Among all participants, the average **2022 payroll budget increase was 3.69%** and the **average projected 2023 payroll budget increase is 3.59%**.

Numerous other surveys (e.g. WorldatWork, Salary.com, etc.) are reporting similar numbers for 2022 and 2023. The numbers we are observing tend to settle around 3% for structural increases and 3.5% for payroll budgets.

Both public and private companies reported their change in an organization's budgeted payroll expressed as a percentage. This includes structural increases, plus costs associated with the following: step increases, merit/performance increases, equity adjustments, etc. For the private sector, the average **2022 payroll budget increase including reported zeros was 4.09%** and the **average projected 2023 payroll budget including reported zeros is 3.88%**. The reported increases in the public sector were lower; the average **2022 payroll budget increase including reported zeros was 3.29%** and the **average projected 2023 payroll budget including reported zeros is 3.31%**. For the private sector, the average **2022 payroll budget increase (zeros omitted) was 4.32%** and the **average projected 2023 payroll budget (zeros omitted) is 4.09%**. The reported increases in the public sector were lower; the average **2022 payroll budget increase (zeros omitted) was 3.36%** and the **average projected 2023 payroll budget (zeros omitted) is 3.51%**. A few notes about the survey and results:

- **Both structural and payroll budget increases are reported as mean values and include zero value responses. Percentage signs are omitted in the summary tables for readability.**
- The number of responses for each grouping are noted as "n". In cases of insufficient response counts, averages are not reported and denoted with an *. Additionally, regional and industry cuts are displayed only when there is sufficient sample size.
- Although both actual and projected payroll budgets are increasing from the previous year, the increases are still lagging inflation, which was approximately 8.3% from August 2022 to August 2023 (CPI-U unadjusted). While inflation and compensation are separate measures (inflation tracking price changes and compensation increases reflecting supply and demand for labor), the difference between inflationary (e.g. CPI) and merit budget increases over the last year is the widest it has been in over 30 years.
- Many organizations appear to be uncertain about what to budget for 2023, as 98% of organizations answered the actual 2022 budget increase questions, whereas only 63% of organizations answered the projected 2023 budget increase questions.
- Earlier this year we conducted an update to better understand the uncertainty organizations were facing during the last year. Like this year, many organizations reported unknown 2022 projections when surveyed in 2021. The April 2022 survey showed that actual structure increases in the first part of 2022 were +0.54% higher than 2021 projections in the public sector, and +0.63% higher than 2021 projections in the private sector (zeros excluded). Actual payroll budget increases in the first part of 2022 were +0.69% higher than 2021 projections in the public sector, and +0.78% higher than 2021 projections in the private sector (zeros excluded).
- A minority of organizations surveyed reported giving a 2022 off-cycle salary adjustment this year: 26% of private-sector employers and 13% of public-sector employers.

- Non-exempt employees were given a slightly higher amount of actual payroll budget increases than exempt employees in 2022, suggesting that employers have been allocating a greater proportion of budget to attract and retain lower paid positions. However, private-sector employers are projecting pay budgets for their executives/officers to average about the same or slightly higher than non-exempt employees in 2023.
- We are seeing some variation in actual and projected payroll budget increases by industry. Retail and transportation increased 2022 pay budget increases by an average of over 4.5% for exempt employees, and over 5.4% for non-exempt non-union employees. In contrast, non-profit organizations averaged about a 3% pay budget increase for exempt and non-exempt non-union employees. Government is projecting slightly higher average pay budget increases in 2023 compared to 2022 (about 3.5% for exempt and non-exempt non-union employees). Our largest private-sector industry represented in the survey, manufacturing, is projecting average pay budget increases to be about 3.3% for non-exempt non-union and about 3.1% for exempt and executive/officer employees.
- Actual and projected structural and pay budget increases are, in general, averaging slightly higher among our Iowa respondents compared to Wisconsin respondents.

Participation Profile

Responses by Number of Employees

Less than 50	75
50-249	198
250-499	62
500-999	39
1,000 or more	31
Total	405

Responses by State

Wisconsin	214
Iowa	112
Minnesota	32
Illinois	38
Other Midwestern states	9
Total	405

Responses by Public Entity Type

City	92
County	38
School District	15
Technical College	10
Town/Village	13
Public Utility	12
Public University	1
Other	8
Total	189

Responses by Private Sector Type

Agriculture	5
Construction, Machinery, and Homes	14
Education	10
Finance and Insurance	17
Healthcare and Pharmaceuticals	16
Hospitality and Entertainment	3
Manufacturing	81
Non-Profit	20
Professional and Technical Services	12
Retail and Wholesale	12
Telecommunications, Technology, Internet and Electronics	3
Transportation, Logistics and Delivery	13
Other	10
Total	216

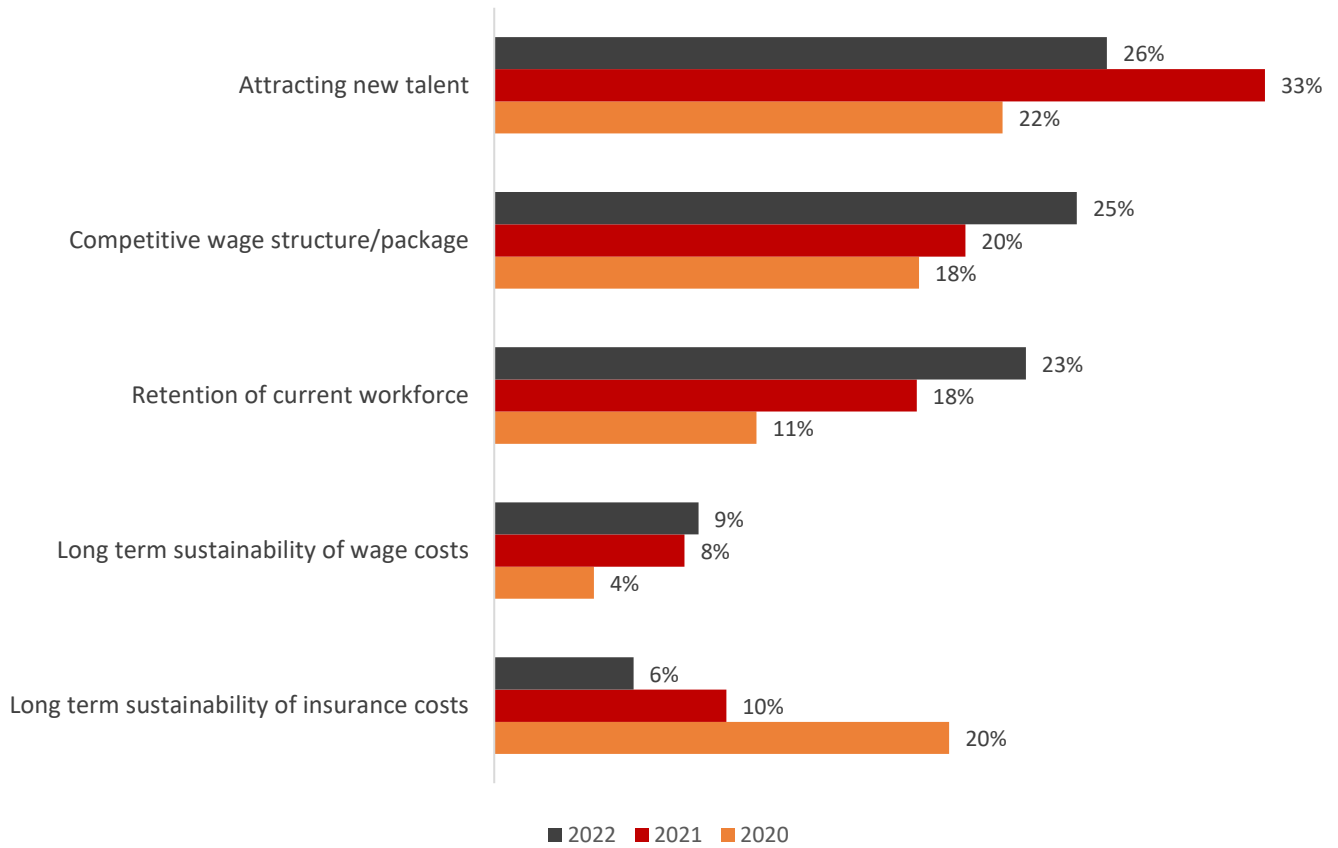
Top Issues related to Total Rewards

Workplace Flexibility, Mental Health Support, and Off-Cycle Salary Adjustment Questions

Top Total Rewards Issues

Similar to last year’s survey, we asked participants to identify their top issue or challenge, as it relates to Total Rewards. **Attracting talent remains the top issue for respondents for the 3rd year in a row.** Additionally, competitive wage structure/package and retention of current workforce almost equal as the second highest concerns. This is similar from when we surveyed in early 2022.

Year-over-Year Top Total Rewards Issues



Other responses for 2022: employee engagement (4%), performance management/development (4%), competitive benefit package (3%).

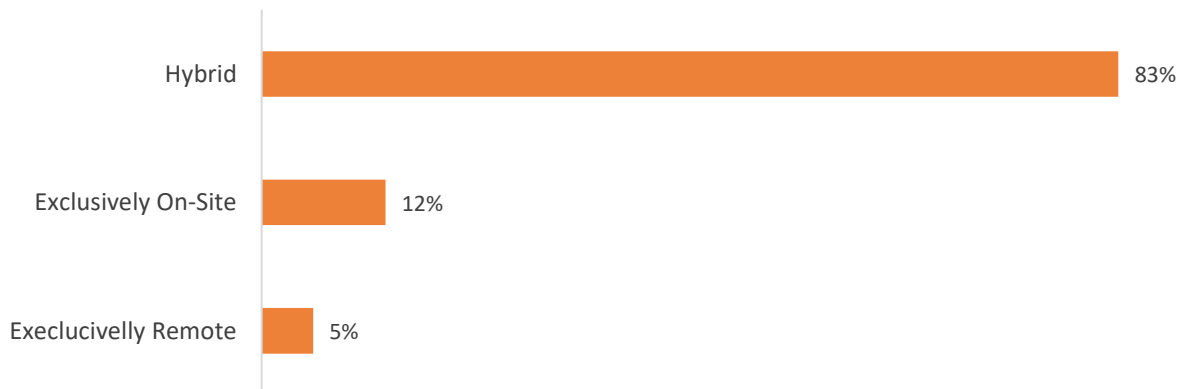
Workplace Flexibility Response

In 2020, the pandemic forced many organizations to implement flexible work arrangements, especially around remote work. Since then, organizations have brought employees back into the office, allowing employees to continue to work remotely or offering a hybrid work schedule. Since flexible work arrangements offer various benefits to both the employee and employer, this is becoming more of a norm in the workplace and more of a requirement by employees. In order to measure what employers are doing to satisfy the remote-work demand in the workforce, we asked the following questions:

“Does your organization offer flexibility to work either remote or hybrid?”

Overall, approximately 51% of participants indicated yes, they do offer employees to work in some remote capacity. A remote or hybrid work environment is more common among private sector organizations with 57% of participants offering it to their employees. Among private sector participants, the most common industries to offer a remote/hybrid work environment are Professional & Technical Services (83%), Non-Profit (81%), and Finance & Insurance (76%). We found this differs among public sector employers as only 44% of participants offer employees to work a remote/hybrid schedule. Among public sector participants, remote/hybrid work environment is most common within County government.

“Which of the following arrangement is most common among remote-capable jobs within your organization?”



Of the 51% of participants that indicated offering remote/hybrid flexibility, an overwhelming majority (83%) specified a hybrid work environment as the most common arrangement within their organization. We asked, ***“What’s your primary consideration when making pay determinations?”*** to the 11 organizations that indicated “exclusively remote” as the most common work arrangement in order to ascertain how they pay their employees geographically. 55% indicated their pay determinations are based on office location, 27% on national average, and 18% on employees’ home location.

“Have you already, or are you contemplating providing pay philosophy differences between your exclusively on-site or hybrid/remote employees?”

We received an overwhelming response that 99% of organizations do not provide pay differences between their exclusively on-site or hybrid/remote employees.

Mental Health Support Response

Experts have been addressing us for months regarding the lingering effects on American’s mental health post-pandemic. Employees have experienced stress, isolation, and general mental health concerns for several months and are finally starting to see a light at the end of the tunnel. In response, many employers are looking for ways to support their employees needs by offering additional benefits than in past years, we asked the following question:

“Which of the following employee offerings does your organization offer to support workers’ mental wellness?”

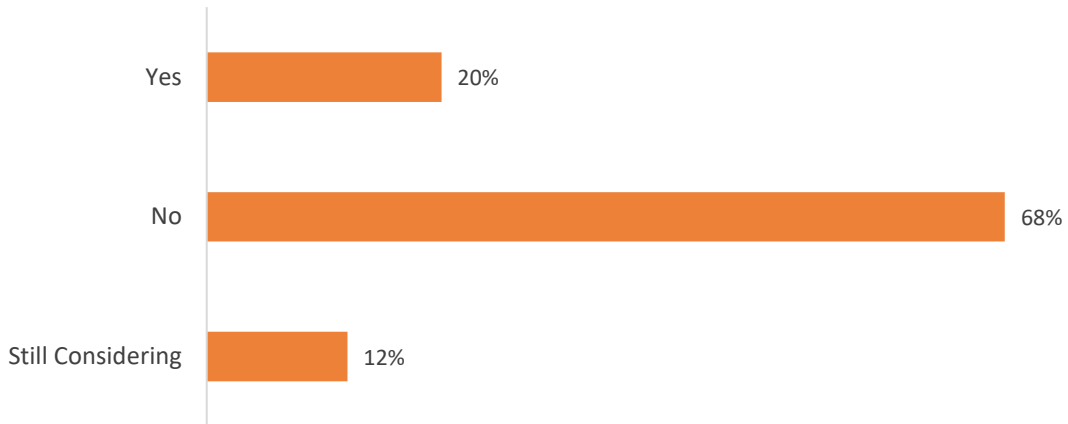


Other responses: stress management programs (12%), Subscriptions to mental health publications/apps (11%), Mental Health Days (7%, and other (9%).

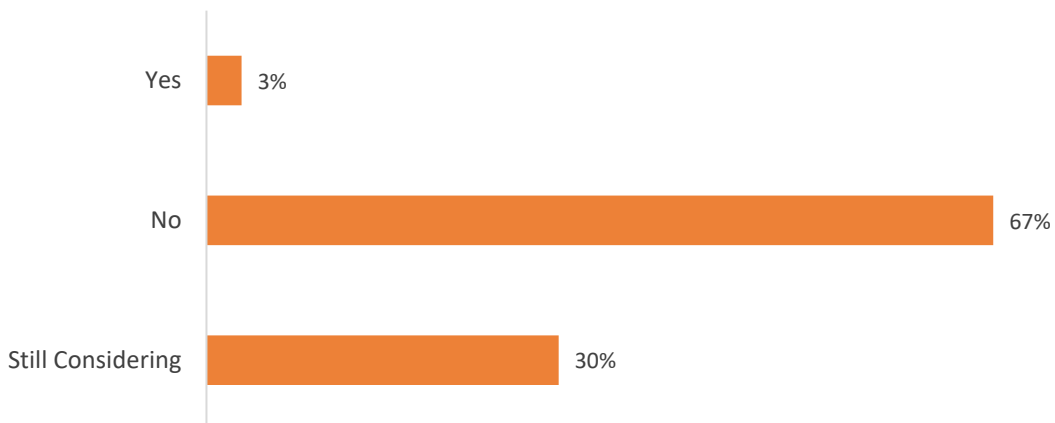
Off-Cycle Salary Adjustment Response

As inflation continues to rise and the competition in the labor market does not appear to be going away soon, employers are making changes to retain their current workforce. Some organizations are conducting off-cycle wage adjustments or adopting other methods to keep their employees happy. We asked the following questions to see what employers are doing involving off-cycle salary adjustments and their reason why.

“Has your organization implemented or planning to implement an off-cycle salary adjustment in 2022?”



“Is your organization planning to implement an off-cycle salary adjustment in 2023?”

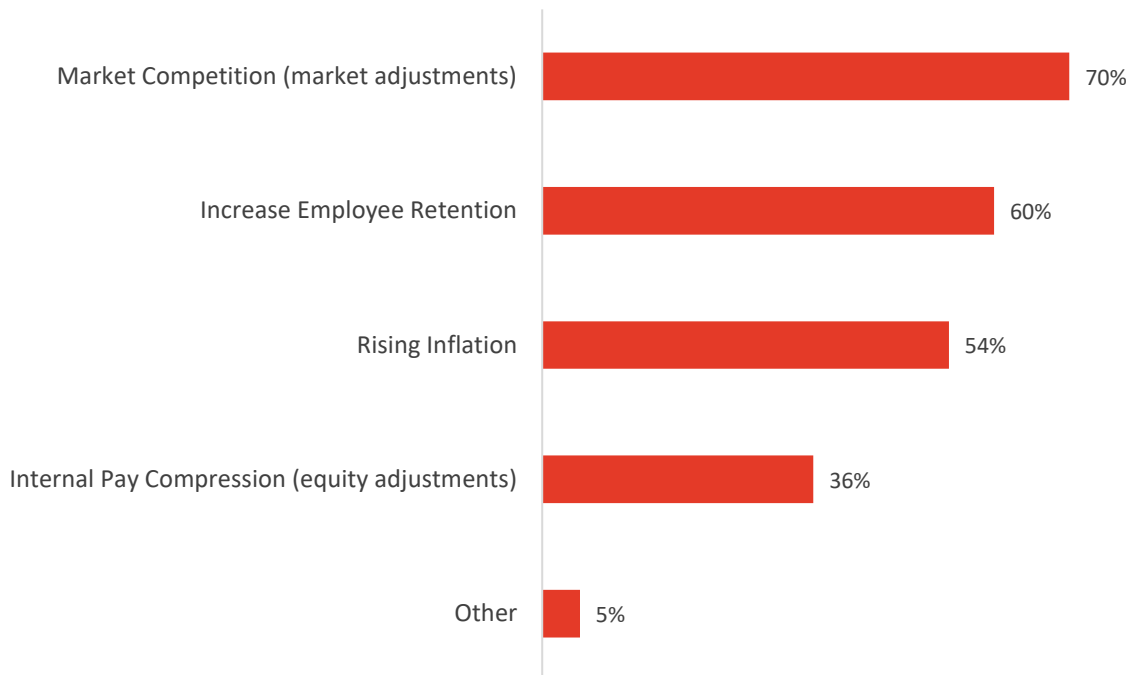


20% of participants indicated an off-cycle salary adjustment in 2022, and another 12% are still considering. Only 3% indicated the same for 2023, however 30% are still conserving. Collectively, that means that merely on third of the participants have either implemented or plan to implement off-cycle salary adjustments in both 2022 and 2023.

However, the responses varied by sector. Only 20 – 25 percent of public sector employers reported implementing or considering an adjustment in 2022 and 2023, compared to 40 – 42 percent of private sector employers.

Public Sector	2022	2023	Private Sector	2022	2023
Yes	13%	4%	Yes	26%	3%
No	80%	75%	No	58%	60%
Still Considering	7%	21%	Still Considering	16%	37%

“Please select from the following reasons why your organization has or is considering implementing an off-cycle salary adjustment: (select all that apply)”



Payroll and Wage Structure Increases Summary by Sector and Industry

Public Sector: Structure and Budget Increases

(Including Zero Responses)

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	131	2.81
Exempt (Non-Union)	119	2.78
Union – General	22	2.66
Union – Teachers	12	3.39
Union – Police	74	2.58
Union – Fire	35	2.00
Union – Transit	8	2.47
Union – Utility	4	*
All Groups		2.70

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	71	3.10
Exempt (Non-Union)	68	2.99
Union - General	14	3.29
Union – Teachers	6	3.26
Union – Police	49	2.93
Union – Fire	23	2.48
Union – Transit	7	2.78
Union – Utility	4	*
All Groups		2.98

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	181	3.44
Exempt (Non-Union)	158	3.42
Union – General	33	3.68
Union – Teachers	18	3.69
Union – Police	102	3.06
Union – Fire	39	2.41
Union – Transit	8	2.44
Union – Utility	7	2.96
All Groups		3.29

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	107	3.53
Exempt (Non-Union)	91	3.59
Union - General	19	3.42
Union – Teachers	12	3.98
Union – Police	71	2.75
Union – Fire	25	2.75
Union – Transit	6	2.51
Union – Utility	6	3.21
All Groups		3.31

Private Sector: Structure and Budget Increases

(Including Zero Responses)

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	111	3.70
Non-Exempt (Union)	12	2.43
Exempt Salaried	107	3.25
Executive / Officer	81	2.86
All Groups		3.28

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	54	3.14
Non-Exempt (Union)	8	2.81
Exempt Salaried	53	2.99
Executive / Officer	41	2.92
All Groups		3.01

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	204	4.38
Non-Exempt (Union)	19	3.67
Exempt Salaried	195	4.12
Executive / Officer	139	3.67
All Groups		4.09

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	117	3.95
Non-Exempt (Union)	11	3.33
Exempt Salaried	110	3.84
Executive / Officer	78	3.91
All Groups		3.88

Public Sector: Structure and Budget Increases

(Zero Responses Omitted)

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	127	2.90
Exempt (Non-Union)	115	2.88
Union – General	20	2.92
Union – Teachers	12	3.39
Union – Police	65	2.94
Union – Fire	27	2.59
Union – Transit	8	2.47
Union – Utility	4	*
All Groups		2.89

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	68	3.24
Exempt (Non-Union)	64	3.17
Union - General	14	3.29
Union – Teachers	6	3.26
Union – Police	46	3.12
Union – Fire	21	2.72
Union – Transit	7	2.78
Union – Utility	4	*
All Groups		3.13

Note: The number of “zero responses” for the two main categories are as follows: Non-Exempt (Non-Union) 4 ('22) & 3 ('23); and Exempt (Non-Union) 4 ('22) 4 ('23). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	177	3.52
Exempt (Non-Union)	158	3.42
Union – General	33	3.68
Union – Teachers	18	3.69
Union – Police	98	3.18
Union – Fire	35	2.68
Union – Transit	8	2.44
Union – Utility	7	2.96
All Groups		3.36

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	99	3.82
Exempt (Non-Union)	87	3.76
Union - General	19	3.42
Union – Teachers	11	4.34
Union – Police	66	2.96
Union – Fire	24	2.87
Union – Transit	6	2.51
Union – Utility	6	3.21
All Groups		3.51

Note: The number of “zero responses” for the two main categories are as follows: Non-Exempt (Non-Union) 4 ('22) & 8 ('23); and Exempt (Non-Union) 0 ('22) 4 ('23). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.

Private Sector: Structure and Budget Increases

(Zero Responses Omitted)

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	102	4.03
Non-Exempt (Union)	10	2.92
Exempt Salaried	97	3.59
Executive / Officer	66	3.52
All Groups		3.71

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	48	3.53
Non-Exempt (Union)	8	2.81
Exempt Salaried	46	3.44
Executive / Officer	32	3.74
All Groups		3.51

Note: The number of "zero responses" for the two main categories are as follows: Non-Exempt (Non-Union) 9 ('22) & 5 ('23); and Exempt Salaried 10 ('22) 5 ('23). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	197	4.54
Non-Exempt (Union)	18	3.88
Exempt Salaried	191	4.20
Executive / Officer	121	4.22
All Groups		4.32

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	111	4.16
Non-Exempt (Union)	11	3.33
Exempt Salaried	106	3.98
Executive / Officer	72	4.24
All Groups		4.09

Note: The number of "zero responses" for the two main categories are as follows: Non-Exempt (Non-Union) 7 ('22) & 6 ('23); and Exempt Salaried 4 ('22) 4 ('23). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.

Summary by Industry: Structural Increases

The following data includes both private and public sectors. Only industries with sufficient sample are shown in table.

	2022 Actual		2023 Projected	
	n	Average	n	Average
Non-Exempt (Non-Union)				
Construction, Machinery, and Homes	5	3.40	3	*
Education ¹	18	3.10	9	3.20
Finance and Insurance	12	3.68	6	3.25
Government ²	106	2.76	57	3.08
Healthcare and Pharmaceuticals	11	3.23	3	*
Manufacturing	43	4.31	21	3.53
Non-Profit	14	2.25	10	1.45
Retail and Wholesale	8	4.06	4	*
Utility ³	10	2.88	5	3.15
Exempt	n	Average	n	Average
Construction, Machinery, and Homes	5	2.80	2	*
Education ¹	16	3.27	7	3.11
Finance and Insurance	12	2.93	6	3.58
Government ²	96	2.70	56	2.94
Healthcare and Pharmaceuticals	9	2.94	3	*
Manufacturing	42	3.68	22	3.55
Non-Profit	13	2.05	10	1.15
Retail and Wholesale	8	4.00	4	*
Utility ³	10	2.88	5	3.30
Executive/Officer	n	Average	n	Average
Finance and Insurance	11	3.15	5	4.60
Healthcare and Pharmaceuticals	6	1.98	1	*
Manufacturing	29	3.01	16	3.13
Non-Profit	11	2.11	9	1.33
Retail and Wholesale	7	3.57	3	*

¹ Education includes school districts, technical colleges, public universities, and private education, ² Government includes cities, counties, villages, and other government-related entities, ³ Utility includes both public and private utilities

Summary by Industry: Payroll Budget Increases

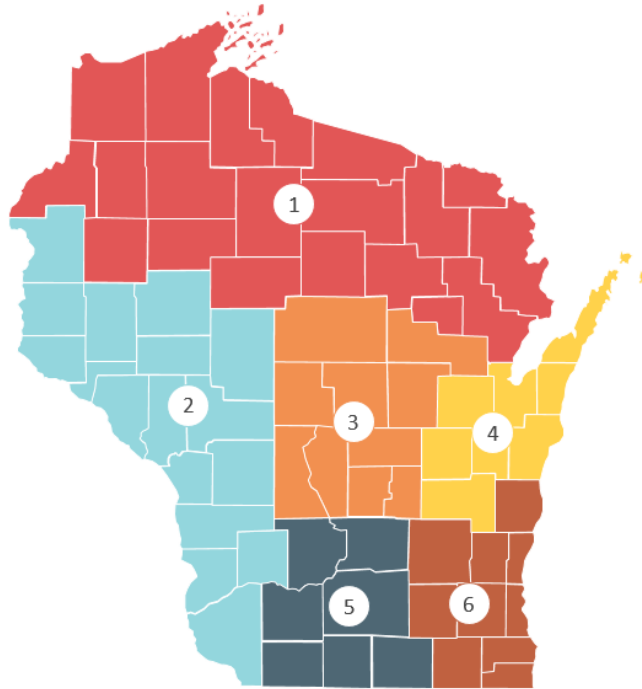
The following data includes both private and public sectors. Only industries with sufficient sample are shown in table.

Non-Exempt (Non-Union)	2022 Actual		2023 Projected	
	n	Average	n	Average
Construction, Machinery, and Homes	14	4.41	7	3.71
Education ¹	35	3.47	19	3.71
Finance and Insurance	15	4.22	9	4.73
Government ²	145	3.37	88	3.47
Healthcare and Pharmaceuticals	16	3.94	7	3.79
Manufacturing	79	4.82	44	4.01
Non-Profit	19	2.95	13	3.12
Professional and Technical Services	9	4.58	5	4.50
Retail and Wholesale	12	5.46	9	4.26
Transportation, Logistics and Delivery	13	5.42	8	4.67
Utility ³	11	3.86	5	3.10
Exempt	n	Average	n	Average
Construction, Machinery, and Homes	12	4.05	5	3.20
Education ¹	32	3.56	16	3.60
Finance and Insurance	16	4.11	10	4.81
Government ²	125	3.30	76	3.52
Healthcare and Pharmaceuticals	13	4.14	7	3.60
Manufacturing	77	4.26	41	3.97
Non-Profit	18	3.20	14	3.32
Professional and Technical Services	11	5.13	6	4.42
Retail and Wholesale	12	4.54	7	4.39
Transportation, Logistics and Delivery	12	4.60	7	3.47
Utility ³	11	3.83	4	*
Executive/Officer	n	Average	n	Average
Construction, Machinery, and Homes	8	3.57	4	*
Education ¹	8	3.13	4	*
Finance and Insurance	13	4.17	7	6.09
Healthcare and Pharmaceuticals	9	3.01	4	*
Manufacturing	54	3.57	28	3.56
Non-Profit	16	3.61	12	3.13
Retail and Wholesale	10	4.40	6	4.84
Transportation, Logistics and Delivery	6	4.17	4	*

¹ Education includes school districts, technical colleges, public universities, and private education, ² Government includes cities, counties, villages, and other government-related entities, ³ Utility includes both public and private utilities

Payroll and Wage Structure Increases Summary by State

Wisconsin Participation



Public Sector Responses by Region

Region 1: Northern	18
Region 2: Western	15
Region 3: Central	13
Region 4: Fox Valley-Northeast	27
Region 5: South Central	15
Region 6: Southeast	29

Private Sector Responses by Region

Region 1: Northern	2
Region 2: Western	5
Region 3: Central	6
Region 4: Fox Valley-Northeast	36
Region 5: South Central	28
Region 6: Southeast	20

Wisconsin Summary: Public Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	93	2.60
Exempt (Non-Union)	85	2.61
Union – General	5	2.46
Union – Teachers	6	3.64
Union – Police	59	2.36
Union – Fire	27	1.80
Union – Transit	6	2.38
Union - Utility	-	*
All Groups		2.49

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	45	2.83
Exempt (Non-Union)	44	2.72
Union – General	3	*
Union – Teachers	2	*
Union – Police	38	2.87
Union – Fire	17	2.21
Union – Transit	5	2.80
Union - Utility	-	*
All Groups		2.76

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	111	3.31
Exempt (Non-Union)	102	3.23
Union – General	7	3.64
Union – Teachers	8	3.55
Union – Police	76	2.70
Union – Fire	29	2.19
Union – Transit	6	2.33
Union - Utility	-	*
All Groups		3.05

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	56	3.27
Exempt (Non-Union)	53	3.21
Union – General	3	*
Union – Teachers	6	3.75
Union – Police	52	2.55
Union – Fire	19	2.44
Union – Transit	4	*
Union - Utility	-	*
All Groups		2.99

Wisconsin Summary: Private Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	51	3.19
Non-Exempt (Union)	6	2.41
Exempt Salaried	51	2.98
Executive / Officer	38	2.82
All Groups		2.99

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	23	2.88
Non-Exempt (Union)	5	2.89
Exempt Salaried	22	2.69
Executive / Officer	17	2.41
All Groups		2.70

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	93	4.27
Non-Exempt (Union)	9	3.77
Exempt Salaried	91	4.14
Executive / Officer	66	3.80
All Groups		4.09

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	54	3.83
Non-Exempt (Union)	6	3.05
Exempt Salaried	50	3.79
Executive / Officer	39	3.77
All Groups		3.77

Wisconsin Regions: Public Sector

Only regions with sufficient sample reporting are shown.

Actual Structure Increase in 2022: By Region

Wisconsin Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northern	1.82	1.94	*	*	2.48	2.00	*	*
Region 2: Western	3.13	3.17	*	*	2.71	*	*	*
Region 3: Central	2.55	2.61	*	*	2.43	*	*	*
Region 4: Fox Valley-Northeast	2.48	2.40	*	*	2.23	1.75	*	*
Region 5: South Central	3.10	3.13	*	*	3.05	*	*	*
Region 6: Southeast	2.72	2.64	*	*	1.97	1.50	*	*

Projected Structure Increase in 2023: By Region

Wisconsin Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northern	2.44	2.50	*	*	3.25	*	*	*
Region 2: Western	*	*	*	*	2.70	*	*	*
Region 3: Central	2.25	2.24	*	*	2.67	*	*	*
Region 4: Fox Valley-Northeast	3.42	2.99	*	*	2.71	*	*	*
Region 5: South Central	3.26	3.26	*	*	*	*	*	*
Region 6: Southeast	2.66	2.56	*	*	2.75	1.92	*	*

Wisconsin Regions: Public Sector (continued)

Actual Payroll Budget Increase in 2022: By Region

Wisconsin Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northern	2.93	3.51	*	*	3.02	2.40	*	*
Region 2: Western	3.28	3.35	*	*	3.13	*	*	*
Region 3: Central	3.11	3.08	*	*	3.02	*	*	*
Region 4: Fox Valley-Northeast	3.58	3.43	*	*	2.37	2.25	*	*
Region 5: South Central	3.39	3.27	*	*	2.38	*	*	*
Region 6: Southeast	3.36	2.90	*	*	2.44	2.11	*	*

Projected Payroll Budget Increase in 2023: By Region

Wisconsin Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northern	2.75	2.89	*	*	2.00	*	*	*
Region 2: Western	2.24	2.68	*	*	2.56	*	*	*
Region 3: Central	3.04	2.93	*	*	2.72	*	*	*
Region 4: Fox Valley-Northeast	3.92	3.45	*	*	2.52	2.38	*	*
Region 5: South Central	3.60	3.42	*	*	*	*	*	*
Region 6: Southeast	3.49	3.45	*	*	2.98	3.04	*	*

Wisconsin Regions: Private Sector

Only regions with sufficient sample reporting are shown.

Actual Structure Increase in 2022: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 4: Fox Valley-Northeast	3.83	*	3.29	3.28
Region 5: South Central	2.71	*	2.72	2.37
Region 6: Southeast	3.13	*	3.13	3.03

Projected Structure Increase in 2023: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 4: Fox Valley-Northeast	3.58	*	2.90	*
Region 5: South Central	2.96	*	2.96	2.75
Region 6: Southeast	2.33	*	2.33	2.00

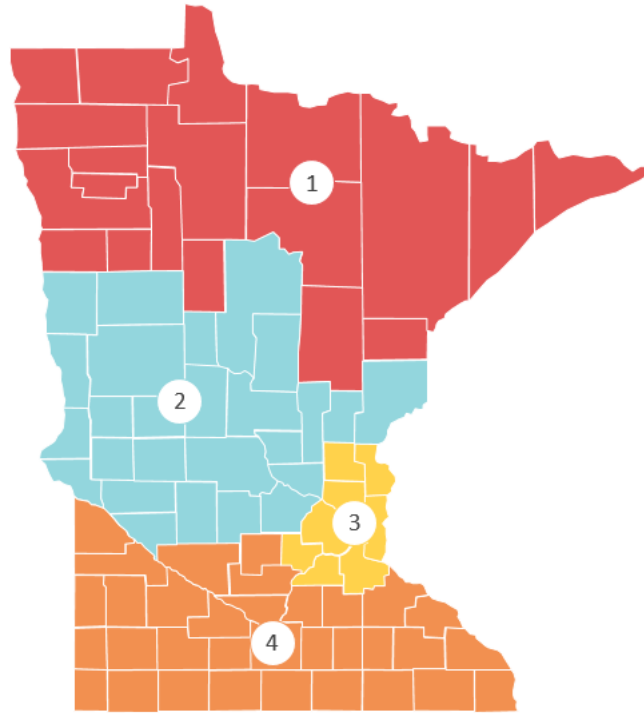
Actual Payroll Budget Increase in 2022: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 2: Western	5.41	*	5.62	*
Region 3: Central	3.54	*	3.48	*
Region 4: Fox Valley-Northeast	4.14	*	4.05	3.88
Region 5: South Central	4.21	*	4.24	3.59
Region 6: Southeast	4.38	*	3.96	4.11

Projected Payroll Budget Increase in 2023: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 4: Fox Valley-Northeast	4.29	*	4.08	4.47
Region 5: South Central	3.60	*	3.73	3.55
Region 6: Southeast	4.20	*	4.00	3.84

Minnesota Participation



Public Sector Responses by Region

Region 1: Northern	0
Region 2: Central	1
Region 3: Twin Cities Metro	2
Region 4: Southern	1

Private Sector Responses by Region

Region 1: Northern	1
Region 2: Central	6
Region 3: Twin Cities Metro	14
Region 4: Southern	7

Minnesota Summary: Public Sector

Insufficient sample reporting.

Minnesota Summary: Private Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	15	3.88
Non-Exempt (Union)	3	*
Exempt Salaried	14	2.90
Executive / Officer	11	2.32
All Groups		3.04

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	6	2.50
Non-Exempt (Union)	-	*
Exempt Salaried	6	2.50
Executive / Officer	5	2.60
All Groups		2.53

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	27	4.86
Non-Exempt (Union)	4	*
Exempt Salaried	25	3.93
Executive / Officer	19	3.41
All Groups		4.17

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	18	3.36
Non-Exempt (Union)	2	*
Exempt Salaried	16	3.31
Executive / Officer	11	2.45
All Groups		3.17

Minnesota Regions: Public Sector

Insufficient sample reporting.

Minnesota Regions: Private Sector

Only regions with sufficient sample reporting are shown.

Actual Structure Increase in 2022: By Region

Minnesota Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 3: Twin Cities Metro	2.72	*	2.17	2.64

Projected Structure Increase in 2023: By Region

Minnesota Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 3: Twin Cities Metro	2.40	*	2.40	*

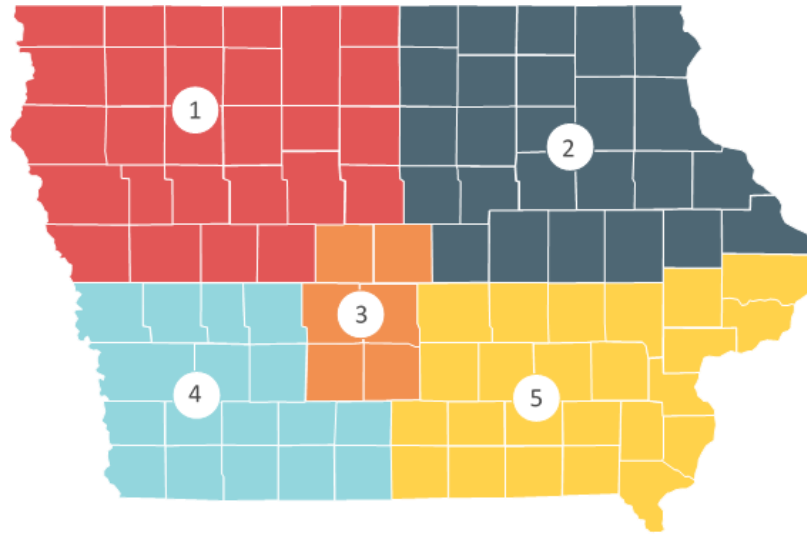
Actual Payroll Budget Increase in 2022: By Region

Minnesota Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 2: Central	5.33	*	4.09	*
Region 3: Twin Cities Metro	4.43	*	4.30	3.40
Region 4: Southern	5.27	*	2.97	2.45

Projected Payroll Budget Increase in 2023: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 3: Twin Cities Metro	3.61	*	3.50	2.57
Region 4: Southern	2.20	*	*	*

Iowa Participation



Public Sector Responses by Region

Region 1: Northwest	14
Region 2: Northeast	22
Region 3: Des Moines Metro	10
Region 4: Southwest	4
Region 5: Southeast	9

Private Sector Responses by Region

Region 1: Northwest	7
Region 2: Northeast	23
Region 3: Des Moines Metro	4
Region 4: Southwest	1
Region 5: Southeast	18

Iowa Summary: Public Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	32	3.32
Exempt (Non-Union)	28	3.09
Union – General	13	2.66
Union – Teachers	3	*
Union – Police	14	3.54
Union – Fire	7	2.75
Union – Transit	2	*
Union – Utility	3	*
All Groups		3.11

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	23	3.60
Exempt (Non-Union)	21	3.50
Union – General	10	3.25
Union – Teachers	3	*
Union – Police	10	3.27
Union – Fire	6	3.25
Union – Transit	2	*
Union - Utility	3	*
All Groups		3.38

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	58	3.53
Exempt (Non-Union)	45	3.54
Union – General	20	3.75
Union – Teachers	6	2.91
Union – Police	23	4.32
Union – Fire	9	3.14
Union – Transit	2	2.75
Union – Utility	6	2.79
All Groups		3.59

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	45	3.72
Exempt (Non-Union)	32	3.99
Union – General	14	3.41
Union – Teachers	4	*
Union – Police	16	3.45
Union – Fire	6	3.75
Union – Transit	2	*
Union - Utility	5	3.05
All Groups		3.67

Iowa Summary: Private Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	26	3.91
Non-Exempt (Union)	1	*
Exempt Salaried	24	3.40
Executive / Officer	19	3.20
All Groups		3.52

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	14	3.50
Non-Exempt (Union)	1	*
Exempt Salaried	14	3.15
Executive / Officer	10	4.07
All Groups		3.48

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	50	4.16
Non-Exempt (Union)	2	*
Exempt Salaried	47	4.01
Executive / Officer	33	3.68
All Groups		3.94

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	27	4.22
Non-Exempt (Union)	1	*
Exempt Salaried	26	4.07
Executive / Officer	17	4.93
All Groups		4.31

Iowa Regions: Public Sector

Only regions with sufficient sample reporting are shown.

Actual Structure Increase in 2022: By Region

Iowa Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	3.45	3.60	*	*	*	*	*	*
Region 2: Northeast	2.62	2.57	1.81	*	3.65	*	*	*
Region 3: Des Moines Metro	3.50	3.54	*	*	*	*	*	*
Region 5: Southeast	4.60	*	*	*	*	*	*	*

Projected Structure Increase in 2023: By Region

Iowa Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	4.07	4.05	*	*	*	*	*	*
Region 2: Northeast	3.26	3.10	*	*	*	*	*	*
Region 3: Des Moines Metro	3.80	3.80	*	*	*	*	*	*

Actual Payroll Budget Increase in 2022: By Region

Iowa Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	3.54	3.81	*	*	*	*	*	*
Region 2: Northeast	3.15	3.34	3.75	*	5.65	*	*	*
Region 3: Des Moines Metro	3.88	3.90	*	*	3.43	*	*	*
Region 5: Southeast	4.33	3.67	*	*	*	*	*	*

Projected Payroll Budget Increase in 2023: By Region

Iowa Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	3.88	4.27	*	*	*	*	*	*
Region 2: Northeast	2.84	3.47	2.96	*	3.10	*	*	*
Region 3: Des Moines Metro	4.47	4.47	*	*	4.40	*	*	*
Region 5: Southeast	4.30	4.10	*	*	*	*	*	*

Iowa Regions: Private Sector

Only regions with sufficient sample reporting are shown.

Actual Structure Increase in 2022: By Region

Iowa Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 1: Northwest	4.16	*	*	*
Region 2: Northeast	3.19	*	2.31	2.57
Region 5: Southeast	4.22	*	4.22	3.65

Projected Structure Increase in 2023: By Region

Iowa Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 5: Southeast	3.36	*	3.64	4.00

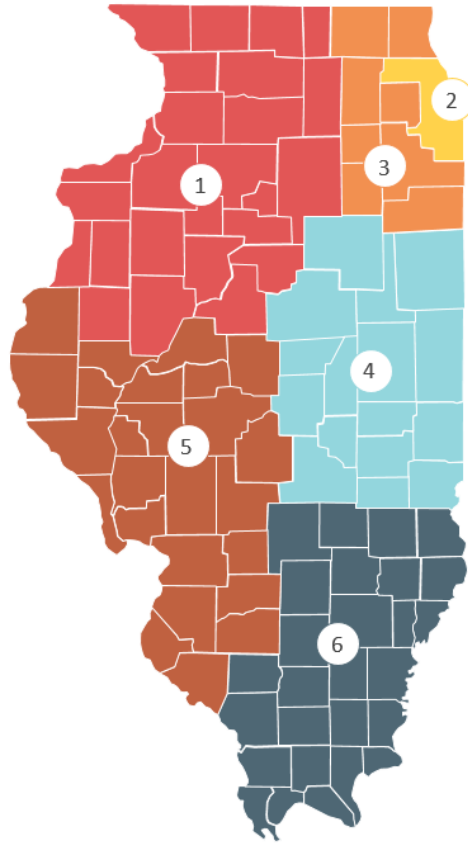
Actual Payroll Budget Increase in 2022: By Region

Iowa Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 1: Northwest	3.59	*	3.49	*
Region 2: Northeast	4.17	*	3.72	2.90
Region 5: Southeast	4.36	*	4.35	4.57

Projected Payroll Budget Increase in 2023: By Region

Iowa Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 2: Northeast	4.21	*	3.61	4.72
Region 5: Southeast	4.48	*	4.49	5.11

Illinois Participation



Public Sector Responses by Region

Region 1: Northwest	4
Region 2: Cook County	1
Region 3: Northeast	2
Region 4: East Central	0
Region 5: West Central	1
Region 6: Southern	0

Private Sector Responses by Region

Region 1: Northwest	10
Region 2: Cook County	4
Region 3: Northeast	8
Region 4: East Central	4
Region 5: West Central	4
Region 6: Southern	0

Illinois Summary – Public Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	4	*
Exempt (Non-Union)	4	*
Union – General	2	*
Union – Teachers	3	*
Union – Police	-	*
Union – Fire	-	*
Union – Transit	-	*
Union – Utility	-	*
All Groups		4.00

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	2	2.62
Exempt (Non-Union)	2	2.63
Union – General	-	*
Union – Teachers	1	*
Union – Police	-	*
Union – Fire	-	*
Union – Transit	-	*
Union - Utility	-	*
All Groups		3.15

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	8	4.71
Exempt (Non-Union)	8	4.43
Union – General	4	*
Union – Teachers	4	*
Union – Police	2	*
Union – Fire	-	*
Union – Transit	-	*
Union – Utility	-	*
All Groups		4.47

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	4	*
Exempt (Non-Union)	4	-
Union – General	1	*
Union – Teachers	2	*
Union – Police	2	*
Union – Fire	-	*
Union – Transit	-	*
Union - Utility	-	*
All Groups		3.83

Illinois Summary – Private Sector

Actual Structural Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	16	4.42
Non-Exempt (Union)	2	*
Exempt Salaried	15	4.25
Executive / Officer	11	3.14
All Groups		3.98

Projected Structural Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	11	3.56
Non-Exempt (Union)	2	*
Exempt Salaried	11	3.66
Executive / Officer	9	2.78
All Groups		3.35

Actual Payroll Budget Increase in 2022

Employee Group	n	Average
Non-Exempt (Non-Union)	28	4.52
Non-Exempt (Union)	4	*
Exempt Salaried	25	4.52
Executive / Officer	15	3.77
All Groups		4.32

Projected Payroll Budget Increase in 2023

Employee Group	n	Average
Non-Exempt (Non-Union)	17	4.47
Non-Exempt (Union)	2	*
Exempt Salaried	16	4.00
Executive / Officer	10	4.25
All Groups		4.24

Illinois Regions: Overall

The following data includes both private and public sectors. Only regions with sufficient sample reporting are shown.

Actual Structure Increase in 2022: By Region

Illinois Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	5.46	5.74	*	*	*	*	*	*

Projected Structure Increase in 2023: By Region

Insufficient sample reporting.

Actual Payroll Budget Increase in 2022: By Region

Illinois Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	4.59	4.34	*	*	*	*	*	*
Region 3: Northeast	4.19	4.49	*	*	*	*	*	*
Region 5: West Central	5.80	*	*	*	*	*	*	*

Projected Payroll Budget Increase in 2023: By Region

Illinois Region	Non-Exempt	Exempt	Union					
			General	Teachers	Police	Fire	Transit	Utility
Region 1: Northwest	3.95	3.44	*	*	*	*	*	*
Region 3: Northeast	4.25	4.25	*	*	*	*	*	*